

ADMINISTRATIVE MESSAGE

ROUTINE

R 081623Z JUL 02 ZYB MIN PSN 295612J25

FM CNO WASHINGTON DC//N1//

TO NAVADMIN

UNCLAS //N01160//

NAVADMIN 208/02

MSGID/GENADMIN/N1//

SUBJ/REDUCTION IN ENLISTED HIGH YEAR TENURE (HYT) SERVICE LIMITS//

REF/A/DOC/OPNAV/18OCT1993//

REF/B/CNO/GENADMIN/061455ZNOV2000//

NARR/REF A IS OPNAVINST 1160.5C, REENLISTMENT QUALITY CONTROL PROGRAM; REF B IS NAVADMIN 284/00, ADJUSTMENT OF E-4 AND E-6 HYT SERVICE LIMITS AND GUIDANCE ON E-7 AND E-8 HYT.//  
POC/D DEVAULT/PNCM(AW)/N132D11A/LOC:OPNAV WASH DC  
/TEL:703-614-6864,DSN 224//

RMKS/1. REF A, WHICH DEFINES HYT SERVICE LIMITS FOR ENLISTED PERSONNEL, WAS REVISED BY REF B IN NOV 2000 TO REFLECT RELAXED HYT SERVICE LIMITS FOR E-4 AND E-6 SAILORS. RELAXATION OF THESE HYT LIMITS WAS ESSENTIAL TO PROVIDE SAILORS, WHO EXPERIENCED ADVANCEMENT STAGNATION DURING THE DRAWDOWN OF THE 1990S, ADDITIONAL OPPORTUNITIES TO ADVANCE TO THE NEXT PAYGRADE. IMPROVEMENTS IN ADVANCEMENT OPPORTUNITY OVER THE PAST SEVERAL YEARS HAVE PROVIDED ADDITIONAL CONSIDERATION TO THOSE DISADVANTAGED DURING THE DRAWDOWN (794 SAILORS WITH GREATER THAN 19 YEARS HAVE MADE E-7 IN PAST 2 CYCLES). RECENT IMPROVEMENTS IN OUR RETENTION PROFILE AND THE SIGNIFICANT SUCCESS IN RECRUITING NOW PROVIDE AN OPPORTUNITY FOR US TO BEGIN TO SHAPE THE FORCE WHILE MATCHING ACCESSIONS, RETENTION AND REQUIREMENTS. ADJUSTING HYT IS THE FIRST OF SEVERAL STEPS WE WILL TAKE OVER THE NEXT FEW MONTHS TO ALIGN OUR FORCE. THESE STEPS WILL ENSURE THAT WE MAINTAIN A VIBRANT CAREER PROGRESSION AND ADVANCEMENT OPPORTUNITY WHILE CONTINUING TO PROVIDE NEW MANPOWER TO THE FLEET.

2. ACCORDINGLY, ADJUSTMENTS TO HYT SERVICE LIMITS FOR E-4 AND E-6 ARE NOW POSSIBLE AND DESIRED FOR USN, USNR(TAR), AND USNR PERSONNEL SERVING ON ACTIVE DUTY FOR AT LEAST TWO YEARS. REF B IS HEREBY CANCELED AND HYT LIMITS OUTLINED IN REF A WILL AGAIN BE OBSERVED.

3. THIS NAVADMIN PROVIDES INFORMATION ON IMPLEMENTATION OF REDUCED HYT LIMITS AND ESTABLISHES A TRANSITION PERIOD THROUGH 30 SEP 03 FOR PHASING. COMMANDS MUST COUNSEL SAILORS AFFECTED BY REDUCED HYT LIMITS, ADVISE THEM OF THE PROVISIONS OF THIS NAVADMIN AND ASSIST THEM IN PREPARATION FOR SEPARATION OR TRANSITION TO FLEET RESERVE (FLTRES) STATUS.

4. NEW PAYGRADE HYT LIMITS LISTED BELOW ARE EFFECTIVE THIS DATE, HOWEVER, NO MEMBER AFFECTED BY THE NEW HYT LIMITS WILL BE REQUIRED TO SEPARATE OR TRANSFER TO THE FLEET RESERVE PRIOR TO 30 SEP 03:

PAYGRADE	OLD LIMIT	NEW LIMIT
E-4	12 YEARS	10 YEARS
E-5	20 YEARS	NO CHANGE
E-6	22 YEARS	20 YEARS
E-7	24 YEARS	NO CHANGE
E-8	26 YEARS	NO CHANGE
E-9	30 YEARS	NO CHANGE

5. EXCEPT AS NOTED IN THE FOLLOWING PARAGRAPHS, HYT POLICIES AND PROCEDURES CONTAINED IN REF A REMAIN IN EFFECT. THE PHASE-IN PLAN FOR NEW HYT LIMITS WILL BE:

A. E-4 PERSONNEL:

- (1) SAILORS REACHING OLD HYT LIMITS (12 YEARS) PRIOR TO 30 SEP 03 MUST SEPARATE WHEN THEY ACCRUE 12 YEARS OF TOTAL ACTIVE SERVICE.
- (2) SAILORS REACHING NEW HYT LIMITS (10 YEARS) DURING THE TRANSITION PERIOD (NOW THROUGH 30 SEP 03) MUST SEPARATE NO LATER THAN 30 SEP 03. AFFECTED PERSONNEL MAY COMPETE FOR ADVANCEMENT, IF OTHERWISE ELIGIBLE, IN THE MARCH 03 NAVY-WIDE EXAM.
- (3) SAILORS REACHING NEW HYT LIMITS (10 YEARS) AFTER 30 SEP 03 MUST SEPARATE WHEN THEY ACCRUE 10 YEARS TOTAL ACTIVE SERVICE.

B. E-6 PERSONNEL:

- (1) SAILORS REACHING OLD HYT LIMITS (22 YEARS) BEFORE 30 SEP 03 MUST TRANSFER TO FLTRES WHEN THEY ACCRUE 22 YEARS OF TOTAL ACTIVE SERVICE
- (2) SAILORS REACHING NEW HYT LIMITS (20 YEARS) DURING THE TRANSITION PERIOD (NOW THROUGH 30 SEP 03) MUST TRANSFER TO FLTRES NO LATER THAN 30 SEP 03. AFFECTED PERSONNEL MAY COMPETE FOR ADVANCEMENT TO CPO IN THE JAN 04 EXAM AND FY-04 CPO SELECTION BOARD, IF OTHERWISE ELIGIBLE
- (3) SAILORS REACHING NEW HYT LIMITS AFTER 30 SEP 03 MUST TRANSFER TO FLTRES WHEN THEY ACCRUE 20 YEARS OF TOTAL ACTIVE SERVICE.

C. WAIVER REQUESTS WILL BE CONSIDERED ON A CASE-BY-CASE BASIS, HOWEVER, PER REF A, WAIVERS TO HYT WILL ONLY BE GRANTED IN EXTREME CASES.

D. SUBMARINE DESIGNATED PERSONNEL WHO ARE SERVING ASHORE AND ARE CURRENTLY BEING PAID CONSUBPAY MAY LOSE THEIR ENTITLEMENT BECAUSE OF THE REDUCED HYT LIMITS. IF CONSUBPAY ELIGIBILITY IS LOST, NO RECOUPMENT ACTION WILL BE TAKEN FOR PAYMENT BASED ON SERVICE PERFORMANCE PRIOR TO THE DATE OF THIS MESSAGE.

E. SAILORS RECEIVING SRB PAYMENTS WHO WILL BE IMPACTED BY NEW HYT LIMITS SHOULD CONTACT THE SRB HELP DESK AT 901-874-3215, DSN 882, TO DETERMINE APPROPRIATE COURSE OF ACTION. FAILURE TO CONTACT SRB HELP DESK MAY RESULT IN RECOUPMENT ACTION BEING INITIATED.

6. EFFECTIVE THE DATE OF THIS MESSAGE, REENLISTMENTS AND/OR EXTENSIONS MAY NOT BE EXECUTED WHICH EXCEED NEW HYT PAYGRADE LIMITS.

7. PERSONNEL IN RECEIPT OF PCS ORDERS AND AFFECTED BY NEW HYT LIMITS MUST CONTACT THEIR RATING DETAILER TO DETERMINE IF ORDERS SHOULD BE EXECUTED. PERSONNEL WHO HAVE EXECUTED PCS ORDERS AND ARE CURRENTLY TEMDU AT AN INTERMEDIATE DUTY STATION (DUSTA) ENROUTE TO THE NEW DUSTA MUST CONTACT THEIR RATING DETAILER IF LESS THAN 18 MONTHS OF SERVICE MAY BE COMPLETED ONBOARD NEW DUSTA PRIOR TO REACHING NEW HYT LIMITS. EACH CASE WILL BE REVIEWED INDIVIDUALLY TO BEST MEET MEMBER'S INDIVIDUAL NEEDS AND THE OVERALL NEEDS OF THE NAVY. RETAINABILITY AND DOD AREA TOURS MAY HAVE TO BE WAIVED. OUR GOAL IS TO AVOID MOVING ANYONE WHO IS FACING SEPARATION OR RETIREMENT IN THE NEAR TERM. EARLY DIRECT COMMUNICATION WITH INDIVIDUAL DETAILERS IS CRUCIAL TO ENSURE INDIVIDUAL CONCERNS ARE CONSIDERED.

8. THIS NAVADMIN CONSTITUTES INTERIM PROCEDURES AND SHOULD BE FILED WITH REF A.

9. HYT POLICY QUESTIONS MAY BE REFERRED TO OPNAV (N132D11A), 703-614-6864, DSN 224, EMAIL N132D11A@BUPERS.NAVY.MIL. HYT PROCEDURAL QUESTIONS (WAIVER PROCEDURES, ETC.) MAY BE REFERRED TO NPC (PERS-823), 901-874-3234, DSN 882, EMAIL PERS823A4@PERSNET.NAVY.MIL.

10. RELEASED BY VADM NORB RYAN, JR., N1.//

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